

# Department of the Navy

## Human Resource Information Technology Strategy

The Department of the Navy is implementing a human capital management strategy that leverages technology so that every individual can make valuable contributions toward achieving our Naval mission-afloat or ashore. Key to this vision is an integrated, robust, adaptable and cost effective information system solution which empowers individuals and provides decision-makers at all levels with timely information to effectively manage the total force of Navy and Marine Corps active duty, reservists, civilians, retirees, contractors and volunteers.

Our information systems will be capabilities-based, enable effective management solutions, and provide reliable, flexible and robust human capital management for the Departments of Navy and Defense. We will accomplish this through a disciplined approach to the following guiding principles.

The Department of the Navy will—

- Develop systems that are flexible and responsive to evolving requirements and that fully support the continuum of service in order to achieve improved force shaping, strength planning, and force readiness.
- Fully integrate human resource systems across the total force to ensure we have an integrated, authoritative, and accurate repository of human resources data that provides a lifetime record of service and skills.
- Ensure that our systems are fully compliant within the greater system-of-systems by supporting the DoD net-centric data strategy and joint data reporting requirements.
- Empower individuals by creating secure, web-based systems, where individuals may perform authorized personnel administrative functions from anywhere in the world.
- Develop data standards which optimize information exchange, eliminate duplicative data, and provide metrics to ensure we are investing wisely in our workforce.

Following these guiding principles, the Department of the Navy endeavors to enhance workforce management while reducing manpower costs and improving member satisfaction.